

"...in accordance with the Universal Declaration of Human Rights, the ideal of free human beings enjoying freedom from fear and want can only be achieved if conditions are created whereby everyone may enjoy his economic, social and cultural rights, as well as his civil and political rights...."

United Nations.



Employers and Human Rights

Government
Publications

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*Ont. Human rights commission
[General publication]*

Employers and Human Rights

The Ontario Human Rights Code

An individual's race, creed, colour, nationality, ancestry or place of origin must not be determining factors in hiring or firing or with regard to treatment in employment.

There can be no reference made or preference stated, directly or indirectly, in application forms, employment advertisements, or job interviews, nor can there be written or oral inquiries, regarding race, creed, colour, nationality, ancestry or place of origin, nor can any applicant be requested to furnish such information.

The Age Discrimination Act

Discrimination is prohibited against any person between the ages of 40 and 65 in employment (hiring, firing or conditions of employment) because of age.

The Responsibility of Employment Agencies

Employment agencies in Ontario are held liable under the Ontario Human Rights Code, the Age Discrimination Act and the Employment Agencies Act. It is, therefore, unlawful for them to accept discriminatory job orders or to classify or refer applicants for employment on the basis of race, creed, colour, ethnic origin or age, or to relay such information to employers.

The Responsibility of the Ontario Human Rights Commission to Employers

To keep employers informed of any changes in Ontario's human rights legislation.

To ensure that irresponsible charges of discrimination against employers are adequately investigated and dismissed.

To furnish employers with the Commission's literature and to assist interested employers in developing educational programs within their firms.

To make available to employers the services of the Commission in discussing any problems in the human rights area which employers may want to raise.

Employers are welcome to contact the Commission in this regard.

The Responsibility of Employers to Ontario's Human Rights Legislation

To abide by the provisions of the Ontario Human Rights Code and the Age Discrimination Act in all hiring procedures.

To refrain from placing orders with employment agencies that make any specification as to the race, colour, creed, ethnic origin or age of applicants; to refrain from making any inquiries of employment agencies as to the race, colour, creed, ethnic origin or age of any prospective applicant.

Human Rights is Good Business

Fair employment practices on the part of employers mean that the most productive use can be made of human resources in the community. When employees are hired on the basis of merit only, employers are able to obtain the best trained and best qualified persons available. If persons are denied the opportunity for employment because of such factors as race, colour, creed, ethnicity or age—factors which are unrelated to job performance—then business and the entire community suffer from the loss of their ability and experience.

The Ontario Human Rights Commission

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